



INLAND EMPIRE ATHLETIC CONFERENCE
CONSTITUTION
2023-2024

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ARTICLE I

Name - Purpose - Goals - Objectives - Membership Criteria

1.01 Name.

The name of this organization shall be: **INLAND EMPIRE ATHLETIC CONFERENCE**

1.02 Purposes.

The purposes of this Conference shall be:

- A. To coordinate and regulate Conference sports for the member colleges in compliance with the rules and regulations of the Conference Constitution, Bylaws, and Supplements, and the California Community College Athletic Association (CCCCAA) Constitution to provide an environment which emphasizes academic achievement and a positive athletic experience for the student-athletes of the member colleges.
- B. To govern all branches of intercollegiate athletics in which the member institutions compete with any other institution, organization, or team.
- C. To establish and maintain the highest standards of scholarship and integrity; to promote intercollegiate athletics; and to supervise and regulate athletic activities so they are the incidental, not the principal, features of collegiate life.

1.03 Goals.

The goals of this Conference shall be:

- A. To promote and coordinate the activities of the member colleges' athletic programs.
- B. To maintain high standards in athletic competition.
- C. To evaluate and recommend rules, regulations, procedures, and policy to the CCCCCAA.
- D. To promote better understanding, communication, and cooperation among California Community Colleges.
- E. To promote and support the educational, academic and career goals of the student-athletes of member colleges, and to stress academic achievement as the primary goal among student-athletes, faculty, and staff.

1.04 Gender Equity.

The Conference shall assist member colleges in establishing equitable opportunities in intercollegiate athletics. For purposes of this Article, equity describes an environment in which athletic opportunities, benefits and resources are available to all students. In the athletic environment, student-athletes and athletic personnel shall experience equitable treatment and fairness. The Conference and the CCCCCAA shall promote an atmosphere of respect for and sensitivity to the dignity of every person. It is the policy of the Conference and the CCCCCAA to refrain from discrimination with respect to its governance policies, educational programs, activities, and employment policies.

1.05 Objectives.

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The Conference shall provide a Constitution, Bylaws, and Sports Supplements stating its purpose, membership, officers, rules, and regulations.

1.06 Members.

The members of this Conference are:

- A. Barstow College
- B. Cerro Coso Community College
- C. Chaffey College
- D. College of the Desert
- E. Copper Mountain College
- F. Crafton Hills College
- G. Mt. San Jacinto College
- H. Norco College
- I. Palo Verde College
- J. San Bernardino Valley College
- K. Victor Valley College

1.07 Criteria for New Membership.

The Conference shall consider providing membership to colleges who subscribe to the following objectives:

- A. Conference members shall commit themselves to a sports program that will best serve the needs and interest of their students and community.
- B. Conference members shall abide by the rules and regulations of the Conference Constitution, Bylaws, and Supplements and the CCCAA Constitution.
- C. Colleges shall fully participate in Conference business, assign college staff members to serve and attend meetings, and participate on committees.
- D. Colleges shall consider visiting teams, auxiliary groups, officials, students, and fans as guests and will extend to them every courtesy and consideration one would expect in return.
- E. Conference members shall provide adequate facilities that meet safety, cleanliness, and health standards.
- F. Conference members shall provide annual education and materials to student-athletes, coaches, and staff in an attempt to ensure strict compliance with Conference and CCCAA Constitution and Bylaws.
- G. Upon establishment of the Conference, changes in membership may be considered as prescribed by CCCAA Bylaws.

1.08 Compliance.

Failure to comply with the provisions listed above may result in Conference action that may include probation, suspension, or expulsion as prescribed by CCCAA Bylaws.

ARTICLE II

Representation - Powers and Duties

2.01 Representation.

Institutional representation is mandatory at all Conference-scheduled meetings.

2.02 Powers and Duties.

The representatives shall have jurisdiction in all matters relating to the purpose of this Conference.

ARTICLE III

Meetings - Agenda - Quorum - Voting - Legislation

3.01 Meetings. Conference members shall meet as below:

- A. The Conference shall meet four times annually. These meetings will be called, scheduled, and their agendas managed by the Commissioner:
 - 1. in September prior to the CCCAA Fall Conference;
 - 2. in December;
 - 3. in March prior to the CCCAA Convention;
 - 4. in May.
- B. The Commissioner will notify representatives at least two weeks prior to any meeting of the deadline for submitting agenda items.
- C. Institutional representation is mandatory at all Conference-scheduled meetings.
- D. Special meetings shall be called by the Commissioner when deemed necessary, or upon the request of a majority of the representatives. These meetings will be scheduled, and agendas managed by the Commissioner.

3.02 Agenda. An agenda shall be provided by the Commissioner with input from Conference representatives.

- A. The Commissioner will e-mail an agenda to the representatives one week prior to any meeting.
- B. Agenda items are to be submitted to the Commissioner three weeks prior to the meeting date.
- C. Agenda items may be added at the meeting, but any action on additional items must have a three-fourths (3/4) vote of the attending voting representatives to pass.

3.03 Quorum.

The presence of two-thirds (2/3) of the official colleges' representatives shall constitute a quorum for the transaction of the business of the Conference. Action by such a quorum shall be as valid as action taken with all representatives present.

3.04 Voting. Voting at meetings scheduled as in 3.01 above shall be conducted as follows:

- A. Each institution is entitled to one (1) public vote; only those representatives present and designated by their college may vote.
- B. Voting for specially called meetings, on disciplinary cases, or in other extraordinary circumstances shall be conducted via a privately cast vote.
- C. Each institution shall designate three members for purposes of discussion, sports representation, and committee work.
- D. A simple majority is required to pass any legislation or measure except as otherwise specified.
- E. A tie vote shall defeat a measure.
- F. For purposes of implementing a new sport, the CCCAA Article 5.3 voting guidelines will be utilized.

3.05 Legislation Effective Date.

Decisions made on legislation or measures shall become effective immediately unless otherwise specified.

ARTICLE IV
Officers - Representatives - Committees - Duties

4.01 President. The President will serve as the Chief Executive Officer of the Conference.

- A. The President shall preside over all Conference meetings.
- B. The President shall serve as the presiding officer of the Executive Committee.
- C. The term of office shall be for **two fiscal years (July 1 to June 30)**. This term shall be served in the years following their term as Vice President.
- D. The President shall be inducted at the conclusion of the last regularly scheduled meeting of the fiscal year prior to their years of service.
- E. Voting representatives may name a designee in the absence of the President.

4.02 Vice President. The Vice President will serve in various capacities, but primarily in the absence of the President.

- A. The Vice President shall preside over all Conference meetings in the absence of the President.
- B. The Vice President shall serve on the Executive Committee, and also serve as the presiding officer of the Committee in the absence of the President.
- C. The term of office shall be for **two fiscal years (July 1 to June 30)**. This term shall be served in the years prior to their term as President (see chart for the President's term above).
- D. The Vice President shall be inducted at the conclusion of the last regularly scheduled meeting of the fiscal year prior to their years of service.
- E. Voting representatives may name a designee in the absence of the Vice President.

4.03 Second Vice President. The Second Vice President will serve in various capacities, but primarily in the absence of the President and Vice President.

- A. The Second Vice President shall preside over all Conference meetings in the absence of the President and Vice President.
- B. The Second Vice President shall serve on the Executive Committee.
- C. The term of office shall be for **two fiscal years (July 1 to June 30)**. This term shall be served in the years prior to their term as Vice President.
- D. The Second Vice President shall be nominated, voted on and inducted at the conclusion of the last regularly scheduled meeting of the fiscal year prior to their years of service.
- E. Voting representatives may name a designee in the absence of the Second Vice President.

4.04 Commissioner's Office. The Commissioner shall serve as the Chief Operating Officer of the Conference at the will and direction of the member colleges.

- A. The Conference shall obtain the services of, evaluate, and compensate a Conference Commissioner under the policies as established in the CCCAA Constitution.
- B. The Commissioner or a designee shall act as the Conference Administrative Assistant and Treasurer and perform duties and other assignments as prescribed by the member colleges. These may include, but are not limited to:
 - 1. budget development;
 - 2. schedule and call meetings per the schedule in this Constitution in consultation with the Conference President;

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3. compilation of schedules;
 4. appointment of game officials and/or assigners;
 5. records maintenance;
 6. distribution of all approved materials;
 7. adherence to guidelines and practices as described in the Conference and CCCAA Constitutions;
 8. serve on the Executive Committee;
 9. act on injury/illness waivers as empowered by the CCCAA Constitution;
 10. facilitate the implementation and compliance with the CCCAA Constitution and Conference rules and regulations.
- C. The Conference will appoint two conference administrative assistants.
1. The administrative assistant for meetings will report to the Commissioner, take minutes at all conference meetings, and submit them for review by the Commissioner and member colleges.
 2. The Conference Sports Information Director (SID) will report to the Commissioner and update all materials and information on IEACsports.com, including constitutional and sports supplement changes.

4.05 Commissioner's Duties, Responsibilities and Term. The Commissioner shall perform duties and other assignments as prescribed by the member colleges. These may include, but are not limited to:

- A. Meetings. Attend meetings as called by the Inland Empire Athletic Conference, the CCCAA, and other Conference-approved agencies.
- B. Scheduling.
 1. Coordinate with the Conference Sports Representatives in the preparation, approval, and management of schedules for all sports.
 2. Distribute all approved schedules to Conference athletic directors.
 3. Submit conflicts in schedules to the Conference President prior to resolution.
 4. Approve schedule adjustments as permitted by the Conference and CCCAA Constitutions.
- C. Officials.
 1. Appoint, direct, and supervise the Conference's Assignors of Officials. In choosing the Assignors, the Commissioner shall:
 - i. In consultation with the IEAC Sport Representative, collect nominations and qualifications for potential candidates.
 - ii. In concert with the IEAC President and the IEAC Sport Representative, interview potential candidates and propose a finalist to the Conference for a vote.
 2. Direct and supervise the appointment of officials by the Conference's Assignors of Officials.
 3. The Assignors will maintain a master list of qualified officials and ratings as recommended by Conference coaches.
- D. Finances. Submit financial statements for the current fiscal year and a proposed budget for the next fiscal year at the annual May meeting.
- E. Media and Publicity. Direct and supervise the work of the Conference SID for the website and coordinate those efforts with member colleges' Sports Information Directors.
- F. Perform other duties as may be assigned.
- G. The Commissioner shall be hired on a year-to-year basis. The Commissioner's employment shall be reviewed annually as part of the May meeting.

4.06 Executive Committee. The Conference shall maintain an Executive Committee to manage decision making in special circumstances.

- A. Members of this committee shall be:
 - 1. President;
 - 2. Commissioner;
 - 3. Vice President;
 - 4. The immediate past President;
 - 5. The Second Vice President.
- B. Duties.
 - 1. The committee shall be convened by the President to solve special or unique problems that cannot be resolved by either the President or Commissioner and cannot wait for the next scheduled Conference meeting.
 - 2. It shall have the power to act on behalf of the conference and shall promptly notify all Conference members of decisions made.
 - 3. Appeal of its decisions may be made to the Conference's entire voting membership. An appeal may be filed with the President within two (2) days of receipt of the Executive Committee's decision.
 - 4. Decisions reached by the Executive Committee shall be reported to the Conference representatives within one week of any meeting.

4.07 Conference Sports Representatives. The Conference shall appoint a Sport Representative for each sport. In conjunction with the Head Coaches, the Representative shall manage responsibilities as necessary for the Conference's operation of that sport.

- A. The Representative shall schedule, announce, and manage a meeting of coaches following the last Conference contest at a site in the general proximity of one of the Conference colleges. A pre-season meeting may be held if deemed appropriate.
- B. Institutional representation is mandatory at all Conference-scheduled meetings.
- C. Agenda items for a post-season coach's meeting shall include but are not limited to:
 - 1. A Conference competition schedule for the following year;
 - 2. Selection of the All-Conference team, Athlete of the Year and Coach of the Year for the current year;
 - 3. Supplement changes;
 - 4. Budget management (where applicable).
- D. Schedules shall be proposed based upon each sport's Conference Supplement.
 - 1. The Sport Representative and coaches shall propose a sport schedule that precludes competitions on a college's scheduled holidays when possible;
 - 2. The proposed sport schedule shall be submitted to the Commissioner at least ten days prior to the next regularly scheduled Conference meeting;
 - 3. The Sports Representative shall provide the proposed sport schedule to the voting representatives at least seven days prior to the next regularly scheduled Conference meeting;
 - 4. The voting representatives may ratify a proposed sport schedule by a majority vote of those attending the next Conference meeting.
- E. The Sport Representative shall distribute All-Conference certificates and notify the Commissioner and Conference SID (where applicable) of the names and colleges of the Athlete of the Year and Coach of the Year.

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- F. The Sport Representative shall notify the Commissioner and Conference SID (where applicable) of the results of Conference Championships.
- G. The Sport Representative shall manage the sport's Supplement.
 - 1. The Representative and coaches may propose changes to the Supplement;
 - 2. Proposed changes shall be submitted to the Commissioner at least ten days prior to the next regularly scheduled Conference meeting;
 - 3. The Commissioner shall provide the proposal to the voting representatives at least seven days prior to the next regularly scheduled Conference meeting;
 - 4. The voting representatives may ratify a proposed change by a majority vote of those attending the next Conference meeting.
 - 5. The voting representatives shall review and ratify each sport supplement annually, regardless of whether changes have been made. Each Sport Representative shall provide a current copy of their sport's supplement for ratification at the first regularly scheduled Conference meeting immediately following their season of sport.
 - 6. The Sport Representative shall maintain a digital copy of the Supplement and provide a digital copy to the Commissioner and Conference webmaster as necessary.
- H. Approve the budget, if applicable, for the next year's Conference championships and submit it to the Conference at the next regularly scheduled Conference meeting.

ARTICLE V
Compliance - Procedure - Penalties

5.01 Compliance. All personnel of member colleges shall make every effort to comply with Conference, CCCAA, and other proper agencies' rules, regulations, and bylaws. Failure to comply with this provision may result in Conference action that may include probation, suspension, or expulsion as prescribed by CCCAA Bylaws.

- A. Conference processes will provide for due process in the investigation and punishment of those possibly in violation.
- B. Conference processes on all compliance matters may be managed by email or conference call in order to maximize equity, fairness, efficiencies and timeliness. The time and date on an email shall serve as a postmark for purposes of submission on time-related matters.

5.02 Procedures

- A. Allegations about rule violations involving another college should be referred by staff members to their college's Athletic Director within two working days of their first knowledge of a violation. The reporting Athletic Director shall telephone and e-mail the Athletic Director of the college involved in the alleged violation within two working days of their first knowledge of a violation, provide any details as known by the reporting college, and request an investigation. The investigating Athletic Director shall report the findings and any actions taken to the reporting Athletic Director within fourteen (14) days. An attempt should be made to solve all complaints at the lowest level.
- B. If the reporting Athletic Director believes there are facts to support a complaint after receiving a response from the investigating Athletic Director, they may file a formal complaint with the Commissioner.
 - 1. A written complaint, including all known information, shall be sent to the investigating Athletic Director and the Commissioner.
 - 2. The investigating Athletic Director shall send a written response within fourteen (14) days.
 - a) If the charges appear to be false, the investigating Athletic Director shall send the response to the reporting Athletic Director and Commissioner providing the evidence that explains the charges.
 - b) If the investigating Athletic Director finds the charges are true, they shall inform the reporting Athletic Director and Commissioner of the disciplinary action(s) and the step(s) taken to eliminate such violations in the future.
 - c) The Commissioner may then take additional corrective action based on the severity of the violation and the college's self-imposed penalties.
- C. If the reporting Athletic Director believes the outcome is inequitable, they shall notify the investigating Athletic Director and file a "Request for Complaint Investigation Form" [see Appendix A] with the Commissioner within seven (7) days.
 - 1. The Commissioner will review and further investigate the case and will make a recommendation to the voting representatives.
 - 2. To assist in this process, the Commissioner may ask the President to appoint a three-person ad hoc committee to aid in the investigation and report. Neither of the colleges involved shall be represented on this committee.
 - 3. The voting representatives will review the Commissioner's action. The voting representatives shall have three (3) days to ask for further information from the

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Commissioner and the colleges involved for the benefit of the investigation. Representatives shall then cast a private vote on the Commissioner's decision prior to submission to the CCCAA.

- D. Allegations involving colleges from other conferences shall first be reported to the Inland Empire Athletic Conference Commissioner. The reporting college shall assist the Commissioner in preparing documentation for use by the commissioner of the other conference. Follow-up and appeals on this matter will be managed by the IEAC Commissioner in consultation with the reporting college and the other commissioner.
- E. Failure to report alleged violations in a timely manner may result in the imposition of penalties on the school or individual who failed to report per the Conference Constitution. Failure to report does not bar investigations, rulings, or impositions of sanctions against those who should have been reported for violation.

5.03 Penalties

- A. Penalties will be determined by the Conference in accordance with the CCCAA Constitution.
- B. The Conference shall have the right to place a member college on probation, suspension, or recommend expulsion in accordance with the CCCAA Constitution.

5.04 Hearing Board. The Conference shall maintain a Hearing Board to manage compliance issues.

- A. Each member college shall designate one member to the Board.
 - 1. The participation of at least five members is necessary to hold a hearing.
 - 2. A representative from a college involved in a hearing shall be excluded from voting as part of that hearing.
- B. The Conference President shall serve as chairperson. A substitute chairperson from among the remaining colleges shall be elected to serve if the Chair's institution is involved in the hearing.
- C. Penalties mandated by either the Commissioner or the CCCAA may be appealed in accordance with the CCCAA Constitution.
- D. The Conference Hearing Board may conduct business by telephone, teleconference, video conference, e-mail, "chat," or in-person.

5.05 Protests. A protest may be filed when there has been an apparent violation of rules or procedures for each sport, as designated by that sport's adopted rules. It shall be the responsibility of the protesting college to determine that all conditions outlined in this section shall be fulfilled before a protest is submitted. A college who plans to lodge a protest shall notify the Commissioner of their intent.

- A. Protests shall originate in writing from the coach within seven (7) days of the occurrence. Notification to the Commissioner shall be made with the approval of the protesting Athletic Director with a copy to the Athletic Director of the college being challenged, the President, and the Sport Representative.
- B. If all conditions as outlined in this section have not been met, the Commissioner shall provide written notification to all involved parties within seven (7) days of receipt of the protest.
- C. For valid protests, the Conference Commissioner will review the protest, consult with rules experts, confer with the Sport Representative, and render a decision on the protest. The Commissioner shall notify all involved parties within seven (7) days of receipt of the protest.
- D. If the Sports Representative is from either involved college, the Conference President will name a substitute for purposes of the review.

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- E. If either college is not satisfied with the decision, they may request an additional review by the Hearing Board as a final appeal. The Commissioner shall arrange for Board members to receive all materials related to the case within three (3) days of the request for review.
- F. Representatives shall then cast a private vote on the Commissioner's decision within three (3) days of being sent the materials.

ARTICLE VI

Dues - Assessments – Expenses – Commissioner Fees

6.01 Dues. Dues for an ensuing year shall be the subject of an annual discussion and vote during the May meeting.

6.02 Special Assessments. By a three-fourths (3/4) vote of the attending voting representatives at any meeting, additional assessments may be required in order to meet the expenses of the Conference.

6.03 Expenses. Legitimate expenses incurred by the officers or agents of the Conference shall be paid by the Conference.

6.04 Commissioner. The Commissioner's fee shall be established annually at the time of budget approval during the May meeting.

ARTICLE VII Amendments

7.01 Amendments. A quorum must be established to amend this constitution. A two-thirds (2/3) vote of the quorum shall be required to amend this Constitution. Such vote may be taken at any meeting of the Conference when the notice of the meeting includes a statement of the amendment to be voted upon.

ARTICLE VIII Non-Profit Status - IRS

8.01 Non-Profit Status. The Conference shall be created and maintained per local, state and federal laws.

- A. This non-profit association is organized exclusively for educational purposes within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law).
- B. Notwithstanding any other provision of these articles, the association shall conduct only those activities permitted by:
 - 1. an association exempt from federal income tax under Section 501(c) (3) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue Law); or
 - 2. an association, contributions to which are deductible under Section 170(c)(2) of the Internal Revenue Code of 1954 (or the corresponding provision of any future United States Internal Revenue law).
- C. Upon dissolution or termination of this association, the remaining assets will be distributed equally among the member public colleges. If any assets are not accepted by the member, then those assets will be distributed to another organization as described in Section 501(c)(3) of the Internal Revenue Code (or the corresponding provision of any future United States Internal Revenue Law).
- D. The IRS identification number for the tax-exempt nonprofit status of the Conference is 83-3787033.

ARTICLE IX
Event Management – Conduct – Officials

9.01 Security

- A. The host colleges shall provide supervision as required to maintain adequate crowd control at events.
- B. All home and visiting athletic teams must be accompanied by a faculty member or a person designated by the college to represent the team and to assist in maintaining proper decorum for any event.

9.02 Pre-game and halftime activities. The home college's designated administrator has the responsibility for arranging and approving pre-game and halftime activities.

- A. Visiting bands and support groups must have approval and clearance by the designated visiting and home administrators.
- B. Placement of signs, banners, etc., must have the approval of the home college designated administrator.
- C. No bands from visiting colleges shall be permitted at indoor events. The use of noisemakers shall not be permitted.

9.03 Student and athlete conduct at games.

- A. Each college shall develop and maintain student and student-athlete codes of conduct that require courtesy and good sportsmanship towards visiting teams, students, fans, and officials.
- B. Deans and Athletic Directors will ensure that all coaches and players understand the Conference Game Conduct procedures.
- C. In all Conference-sponsored sports, each Conference Sport Supplement will address the management of decorum violations. This shall include:
 - 1. a reference to the rulebook for that sport and whether decorum management is sufficiently addressed;
 - 2. the responsible party or parties in determining if a violation has occurred;
 - 3. how decorum issues will be managed during an event;
 - 4. the timeline for reporting and responding to the event;
 - 5. the method of reporting a violation (e.g., Appendix B).

9.04 Game Conduct.

- A. All Conference colleges will adhere to the CCCAA and playing rules as adopted by their sport in regard to unsportsmanlike acts, penalties, ejections, suspensions, etc. Sports' rulebooks' policies on decorum shall prevail if they are more severe than the state or conference decorum policies.
- B. All sports shall maintain a section in their supplements addressing unsportsmanlike acts.
- C. Conduct of Participants. Decorum at California community college events is the responsibility of all participants. CCCAA Bylaws on decorum shall apply to all participants.
 - 1. In those sports in which decorum rules are addressed within the playing rules for that sport, decorum management will be guided by those rules.

2. In those sports in which decorum rules are not addressed within the playing rules for that sport, the Conference Constitution and Sport Supplements shall dictate terms and conditions for the management of decorum before, during and after an event.
- D. Additional Conference Procedures. CCCAA and Conference rules of conduct shall serve as a guide for behavior occurring at the playing site before, during, and after contests.
 1. Colleges involved in any misconduct shall investigate and submit a written report to the Commissioner for review and final disposition.
 2. The Commissioner will report on actions taken by their office to the Conference's voting representatives for review.
 3. Acts that occur before, during, or after a game by persons other than participants as defined by CCCAA Bylaws on decorum shall be investigated by both colleges involved and a separate report of the action from each college will be reported to the Commissioner. The Commissioner will report on actions taken by their office to the Conference's voting representatives for review.
 4. All ejections that result in a suspension shall include post conference play as necessary.
 5. If game cameras are in use, they shall remain in operation during any altercation until order has been restored.
 6. A coach suspended from a contest shall leave the playing field, court or sideline area in a timely fashion. At subsequent contests, a suspended coach must have no contact with the players before and during the contest. At subsequent games, a suspended coach shall remain off-site, and remain out of sight and out of communication. A suspended coach may continue with their coaching responsibilities during practice sessions while serving their game(s) suspensions.
- E. Additional Conference Procedures for Reporting. In the event of a decorum violation by a coach or student-athlete, the following steps shall be taken:
 1. Each head coach will notify their respective Athletic Director of the inappropriate conduct by the close of the next business day of their college.
 2. The Athletic Director or the designee representing the offending party shall file a written "Ejection From Conference Contest Form" (see Appendix B) within forty eight (48) hours of the incident. The report shall be sent to the Athletic Director or designee of the next conference opponent, the opponent in which the event occurred, and to the Commissioner.
 3. Game officials shall file ejection reports to the sport's Assignor as per their regulations.
 4. If a coach is ejected by an official and no other official college representative is present, the game will be forfeited immediately.

9.05 Facility Management. The home college shall designate an event manager for all contests.

- A. The host college's Event Manager or their designee will be responsible for facility control. The host college shall be responsible for providing adequate supervision and security at all athletic events under their jurisdiction. It is recommended that the event manager or designee shall not be involved with specific game management jobs (e.g., coach, trainer, announcer, timer, statistician, etc.).
- B. Equipment (such as pre-game volleyball warm-up balls as prescribed in sport rules and supplements, etc.), and sideline accommodations (such as seating, weather protection, etc.) shall be of similar quality and size for both teams.
- C. In the spirit of sportsmanship and professionalism, the Conference recommends providing the following courtesies as a host college. These best practices are encouraged to ensure the highest

degree of professionalism, a safe environment, align with the mission and goals of the Conference and the CCCAA.

1. The Event Manager or designee should meet the officials at the contest venue upon their arrival (see Bylaw 9.05 A.)
2. Complimentary parking for officials should be provided in an area proximate to the venue.
3. Access to a gender-specific locker room should be provided for pre-/postcontest and halftime meetings, changing into uniforms, etc.
4. Drinks and meals should be provided when appropriate for long contests or in extreme conditions.

9.06 Playing Conditions. The home college shall be responsible for the playing conditions and fitness of their facilities.

- A. When playing conditions are so unsatisfactory that it is detrimental to the student-athletes or the level of competition in the sport involved, the host college's Event Manager or their designee, in consultation with the officials, shall have the authority at any time to terminate the contest. (If an Event Manager or officials are unavailable, the head coaches may make this determination by mutual consent.)
- B. No team is to leave the field of play with time remaining in the game, unless the game has been called in the manner described above.
- C. The Athletic Director of the home college will submit a report of the incident to the Commissioner and the Conference President within seventy-two (72) hours of the incident. Conference action may include reprimands, probation, forfeiture, future contest limitation, or any action deemed appropriate by the Commissioner.
- D. The Commissioner shall report to the voting representatives within forty-eight (48) hours of receipt of actions taken for further review.

9.07 Rules of Competition. The Conference shall compete under the rules as prescribed by the CCCAA Constitution.

- A. Conference competition shall be governed by rules of competition as mandated by the CCCAA. Such rules appear in the Sports Supplements and in the CCCAA Constitution.
- B. Additional, more specific procedural rules for Conference play may be created by the Conference membership. Sport Supplement and Constitutional amendments shall be reviewed by the voting representatives as required by this Constitution.
- C. A contest is automatically forfeited if either team fails to appear on the playing field ready to play within fifteen (15) minutes after the designated starting time. An exception will be made when the opposing team has been notified of late arrival at least one (1) hour before the contest's starting time when circumstances beyond the team's control, such as an accident, prevent arrival on-time. Adjustments to starting times can be made in emergencies. The team arriving late should make every effort to notify the host college.

9.08 Management of Conference Championships.

- A. Conference colleges acting as hosts for conference championships may collect entry fees from participating colleges to offset the costs of the event. Authorized costs include game expenses, officials, supplies directly concerned with the event, and payment of personnel for facility preparation and clean-up. Entry fees are not to be used for the payment of a meet manager, 26

refreshments, coaches' luncheons or dinners, awards, etc. Host colleges are to prepare a financial report to be submitted to the conference.

- B. If fees are to be charged for an Inland Empire Athletic Conference championship, a budget must be approved by the Conference Sport Representative. This budget must be submitted by the Sports Representative at a Conference meeting prior to the event.

9.09 Legal Holiday Scheduling.

- A. Conference contests should not be scheduled on a legal holiday if possible.
- B. Conference contests shall not be scheduled on the Friday or Monday of the President's Day Weekend.

9.10 Passes. Passes shall be issued entitling the holder to admission to all Conference contests.

- A. The Commissioner shall design, print and provide 75 Conference passes to each college. The use of these passes shall be limited to members of each college's Governing Board, college officials, and coaches.
- B. The Commissioner shall provide Conference passes to the press, media, and other individuals as deemed appropriate.
- C. Colleges may issue passes for their own use at home athletic events. No complimentary passes will be issued or exchanged between conference colleges.

9.11 Admission Prices

- A. Admission prices for all sports are to be set by the individual colleges.
- B. The home college for any contest shall manage all details of the contest not otherwise provided for within this Constitution, including post-conference contests.

9.12 Broadcast Rights and Revenues. Broadcast rights and revenues, via any medium, are delegated to the home college but require prior approval of the Conference.

9.13 Changing of Adopted Athletic Schedules. After the Conference has adopted an athletic schedule, changes may be made only under the following conditions:

- A. Athletic Directors and coaches from both colleges must agree to the changes and the home college shall submit the change in writing to the Commissioner and the other Conference colleges of the approved change.
- B. Athletic Directors may solve conflicts as to sites and starting times subject to agreement and the Commissioner's approval.
- C. In emergencies such as rainouts, athletic directors may agree to schedule adjustments and report action to the Conference commissioner and sports representative. If an agreement cannot be met, the Commissioner shall be empowered to resolve the issue.

9.14 Officials - General Rules

- A. The Conference Commissioner shall have overall responsibility for the assignment of officials for Conference sports. With the approval of the member colleges, the Commissioner may contract with Assignors for this purpose.

- B. Officials will be assigned to Conference competitions in the sports, numbers, and pay scales as agreed upon by the Commissioners of the Southern California conferences.
- C. Member colleges may request the assignment of officials for scrimmages, non-conference competitions and tournaments.

9.15 Officials – Assignments. The Conference is committed to the continued quality of officiating and the member colleges' relationships with those in the profession. As policy, coaches, student-athletes, and others in contact with officials shall respect the person and the profession with proper decorum, conscientious and objective evaluations, accepting new officials for Conference contests, and encouraging growth in the number of participants.

- A. All communications about the assignments are to be with the Commissioner or Assignor. The Commissioner or Assignor shall consider evaluations, geographical location of the assignment, time of day of the contest, and willingness of the official to work a contest when making assignments.
- B. Officials assigned to Conference contests that were subsequently canceled will not be paid for the assignment if the officials were notified prior to the contest. If the college fails to notify the officials of a cancellation the officials shall be paid in full.

9.16 Officials – Sports. The Commissioner or Assignor shall schedule officials for the following sports and events:

- A. Baseball. The Assignor shall assign a plate umpire and two (2) base umpires to Conference games.
- B. Basketball (Men and Women). The Assignor shall assign three (3) officials for Conference games.
- C. Soccer (Men and Women): The Assignor shall assign three (3) officials to all Conference games.
- D. Softball. The Assignor shall assign a plate umpire and a base umpire to all Conference games.
- E. Swimming (Men and Women): The Assignor shall assign a starter/referee to all Conference swimming meets. Officials for championship meets will also be assigned.
- F. Tennis (Men and Women): The Assignor shall assign one, roving official to all Conference tennis contests.
- G. Track & Field (Men and Women): The Assignor shall assign a starter/referee to all Conference track meets. Officials will also be assigned to Conference championship preliminaries and finals.
- H. Volleyball (Men and Women): The Assignor shall assign two (2) officials and two (2) linespersons to all Conference volleyball games.
- I. Volleyball (Beach): The Assignor shall assign one, roving official to all Conference volleyball games.
- J. Water Polo (Men and Women): The Assignor shall assign two (2) officials to all Conference games.

9.17 Officials – Failure to Appear. Conference contests shall be played as scheduled. This will remain the case if a full officiating crew does not appear as assigned, but at least one official is in attendance and is prepared to officiate. Failure to comply will result in recording a loss of the contest for one or both teams. In those sports in which only one roving official is assigned, Conference contests shall be played as scheduled without an official.

9.18 Statistics. Conference colleges will manage statistical reporting in a timely manner.

- A. Conference Sports Information Directors (SIDs) shall meet on an annual basis to determine best practices in this area. Issues they will consider shall include, but are not limited to:
 - 1. What CCCAA and/or Conference bylaws are involved in statistical reporting.
 - 2. Which coaching associations have existing mechanisms for reporting.

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3. Which Conference sports will be required to report their statistics.
 4. What statistical data is required.
 5. Where this data is to be reported.
 6. What days and times that reporting is to be completed.
- B. Colleges found not in compliance with this provision are subject to disciplinary action to be determined by the Commissioner.

ARTICLE X
Awards – Honors – Championships

10.01 Awards. The Commissioner shall arrange for the budgeting, design, and distribution of all awards.

- A. Only Conference-approved awards, managed by the Commissioner, shall be permitted.
- B. Plaques. A championship plaque will be awarded to the following:
 - 1. The team winning the Conference Championship in each Conference sport.
 - 2. A Most Valuable Player shall be named in each Conference sport.
 - i. In select sports, the Conference will present multiple awards:
 - a. A female and male swimmer of the year
 - b. A female and male diver of the year
 - c. A female and male track athlete of the year
 - d. A female and a male field event athlete of the year.
 - ii. The Conference will pay for one MVP award except when there is a tie in a sport where points are the determining factor. In this case, the conference will provide for Co-MVP awards.
- C. Certificates. Certificates will be awarded for:
 - 1. All-Conference teams in each sport. Each certificate shall include the names of all athletes chosen for that sport.
 - 2. Honorable mention will not be included on award certificates.
 - 3. The host college will fill out the All-Conference certificate for their own awarded athlete. Blank certificates are distributed to every college at the beginning of each academic year by the IEAC Commissioner.
- D. Coach of the Year. The Conference's voting representatives shall select two Coach of the Year recipients at the final Conference meeting of each year.
 - 1. A Coach of the Year shall be selected from among the women's and men's sports respectively. The gender of the coach shall not be considered.
 - 2. The voting representatives shall vote for each Coach of the Year from a slate of those nominated by their institutions.
 - 3. Each college may submit one "Coach of the Year Nomination" form (see Appendix C1) for each award. The form and any supporting information shall be submitted to the Commissioner at least seven days prior to the final Conference meeting of the year. IEAC member colleges may submit nominations from any sport the college sponsors, including football and those hosted by other conferences.
 - 4. Criteria for Selection.
 - i. Inspiration to athletes;
 - ii. Leadership to athletes;
 - iii. Integrity;
 - iv. Sportsmanship;
 - v. Competency as a coach, not necessarily a winner, but one who best utilizes available material.
 - vi. Coaching in one or more Conference sports;
 - vii. Only current year records will be considered.
- E. Character Champion Award. The Commissioner shall select two Character Champions of the Year at the final meeting of each year.
 - 1. A Champion shall be selected from among the women's and men's sports respectively.
 - 2. The Commissioner shall select each Champion from a slate of those nominated.

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3. Each college may submit one "Character Champion Nomination" form (see Appendix C2) for each award. The form and any supporting information shall be submitted to the Commissioner at least seven days prior to the final Conference meeting of the year. IEAC member colleges may submit nominations from any sport the college sponsors, including football and those hosted by other conferences.
4. Criteria for Selection.
 - i. Sportsmanship, respect, caring, fairness, civility, honesty, integrity and responsibility shown through a specific action, ideally directed toward an opponent during competition.
 - ii. Putting the team and teammates before oneself.
 - iii. Acts as a positive role model.
 - iv. All nominations shall be named to the All-Conference Character Champion Team.
- F. Athletic Supremacy Award. The Conference shall annually recognize one of its members for athletic supremacy. The selection process and scoring shall be as follows:
 1. The team's won/loss record in the Conference schedule shall determine the team's place, except in the sports of Cross Country, Swimming and Diving, and Track and Field in which place-finish at the Conference championship meet will determine each team's place.
 2. Points will be awarded to each participating college with ten (10) points awarded for first, eight (8) points for second, seven (7) points for third, etc. Colleges which do not field a team in that sport receive 0 points.

1 st place	10 points
2 nd place	8 points
3 rd place	7 points
4 th place	6 points
5 th place	5 points
6 th place	4 points
7 th place	3 points
8 th place	2 points
9 th place	1 points
No team	0 points
 3. In the sports of men's and women's water polo, that sport supplement dictates that the conference tournament will count twice that of the head-to-head conference games. Those totals (example below) will be tabulated to determine the regional playoff seeding and the order of finish for Athletic Supremacy tabulation using the table in subsection E.2) above:

<u>Head-to-head finish</u>		<u>Conference tournament finish</u>	
1 st place	8 points	1 st place	16 points
2 nd place	6 points	2 nd place	12 points
3 rd place	5 points	3 rd place	10 points
4 th place	4 points	4 th place	8 points
5 th place	3 points	5 th place	6 points
6 th place	2 points	6 th place	4 points
7 th place	1 points	7 th place	2 points
 4. When Conference colleges are hosted by another conference, those sports earn points on a similar scale depending on place-finish in that conference.
 5. When the Conference hosts colleges from other conferences, those colleges shall occupy a placing and no points are awarded for the placing.

6. In case of ties, the points of the places where the tie occurs shall be added and divided equally between the tied teams.
7. The Conference shall provide a perpetual trophy symbolizing the award.
8. Football teams from the Conference participate in a regional football association. Place-finishes shall be tabulated according to subsections E.2) and E.3) above, with conference champions earning ten (10) points, eight (8) points for second, seven points (7) for third, etc.

10.02 All-Conference Selections. The Conference will honor those student-athletes who have achieved at the highest levels during Conference competition.

- A. Each college's head coach or their designee shall meet with their sport's colleagues following the last scheduled Conference game to select an All-Conference Team and an Athlete of the Year.
- B. The All-Conference Team will consist of a first and second team and receive a certificate, while the Most Valuable Player will receive a plaque.
- C. The results shall be forwarded immediately to the Conference Commissioner by the Sport Representative. Final selections will be made by secret ballots.

10.03 Championships

- A. Championships in all sports shall be determined on a winning percentage basis. Tie games shall be counted as one-half won and one-half game lost unless a specific rule applies to the sport.
- B. Conference Tie-Breaking Procedure for post conference berths:
 1. No contests, other than CCCAA post conference contests, may be played after the conclusion of the conference season. This includes a contest designed to break a tie in the Conference standings.
 2. All sports must have a written tie-breaking procedure in their Sport Supplement to determine the conference representative(s) for post conference play.
 3. For purposes of Conference honors and awards, co- or multi-champions shall be declared, and the sport's tie-breaking rules shall determine the Conference representative for post conference play. All teams tied for the championship shall receive awards.
- C. If a college's team has been barred from postseason competition (PC) by the CCCAA, the Conference, or any other governing body, that team shall not be eligible to win the conference championship in the sport in which they are barred from PC. This includes individuals (such as track and field athletes, or pairs or other entities such as singles or doubles in tennis) that may be part of a barred team.
 1. Barred teams and individuals shall not be forwarded for consideration in PC.
 2. For purposes of PC seeding and qualifying, barred teams and individuals shall be moved to the bottom of any rankings or ratings. Any teams or individuals that placed lower in the conference standings than those barred from the PC shall be elevated and submitted by the Conference for seeding and qualifying purposes.
 3. Barred teams and individuals shall continue to comply with all other aspects of the Conference's scheduling and competition mandates per the Supplement for each sport.
 4. Barred teams and individuals shall continue to comply with all other aspects of the Conference's All-IEAC selection processes per the Supplement for each sport, and barred teams and individuals shall remain eligible for All-IEAC selections.
- D. Swimming and Track & Field may each conduct both a dual meet competition and Conference championship competition to determine a Conference champion in the two categories. If the same team wins both championships, only one set of awards shall be presented.

ARTICLE XI
Program Review

11.01 Statement of Purpose. Program review shall be managed by a regular schedule of visitation/conference calls to conference colleges for the purpose of:

- A. Maintaining an appropriate level of operational standards and communications among colleges.
- B. Assisting in compliance with Conference and CCCAA Bylaws and philosophies.
- C. To assist member colleges in the examination of their athletic management.
- D. To maintain self-governance within the Conference.
- E. To foster the highest possible level of intercollegiate programs and competition on behalf of Conference student-athletes.

11.02 Campus Evaluation Guidelines.

- A. Frequency. The intercollegiate athletic programs of member colleges shall be the subject of review as follows:
 - 1. Each college shall be evaluated per the schedule below, or as deemed necessary by the Conference's voting members:

Year	Colleges
2022-2023	Barstow and Victor Valley College
2023-2024	Palo Verde (Fall)/Copper Mountain (Spring)
2024-2025	
2025-2026	
2026-2027	
2027-2028	
2028-2029	

- 2. A new member college may be evaluated during its first membership year before being placed in the Conference's five-year schedule.
 - 3. A college on probation shall be subject to an evaluation.
 - 4. A college may make a written request to the Commissioner for an evaluation at any time.
 - 5. With the approval of the voting representatives, the Commissioner may request a self-evaluation from a college at any time.
- B. Evaluation Team Composition. Those Team members shall include:
 - 1. The Commissioner, who will serve as chair and Team organizer.
 - 2. At least one athletic administrator or designee from each of the colleges not in that year's review cycle.
- C. Evaluations Standards. The Program Review shall include a self-evaluation by the member college. The college and the Evaluation Team are to use the Conference Program Review Procedures (see Appendix D) for the evaluation process.

11.03 Evaluation Timelines.

- A. Colleges shall be notified by the Commissioner of the date of the program review at least sixty (60) days prior to the visitation/conference call.
- B. The college shall deliver their self-evaluation report to the Evaluation Team at least fourteen (14) days prior to the Team's visitation/conference call.
- C. On the day of the visitation/conference call, the college shall provide a contact person who will represent the college and assist the team in its evaluation. It is not expected that the college will bear undue expenses for meals, travel, etc.
- D. Evaluations shall be completed in a one-day visitation or conference call with the college. The team will be organized to address all the program standards.
- E. Following the visitation/conference call, team members shall submit written reports in accordance with their assignment to the Commissioner within fourteen (14) days of the visitation/conference call. Within twenty-eight (28) days of the visitation/conference call the Commissioner shall prepare a final report. Copies shall be sent to the member college and the Conference President.

**INLAND EMPIRE ATHLETIC CONFERENCE
REQUEST FOR INVESTIGATION**

1. Please submit this form and all attachments for each member of the investigation team.
2. Member College filing charge:
3. College charged:
4. Describe a complete account of the complaint. (If needed attach a separate page to complete account) Include steps taken by the charging college to investigate the case. Also, if applicable, include the specific CCCAA Constitution Articles that are alleged to have been violated.

5. We, the undersigned, certify that we have made an attempt to verify or dispel the rumor/complaint, hereon described, and that the attempt was unsatisfactory. We request that the Inland Empire Athletic Conference Commissioner initiate the proceedings as outlined in ARTICLE V of the Inland Empire Athletic Conference Constitution.

Athletic Director Name:

Athletic Director Signature

Date

Administrative Representative

Administrative Representative Signature

Date

President

President Signature

Date



REPORT OF EJECTION FROM COMPETITION FORM

Date: _____ Form Completed by: _____

College: _____ Athletic Director: _____

Date of contest during which the athlete was ejected: _____ Sport: _____

Home College: _____ Visiting College: _____

Name of ejected athlete: _____ Number (#): _____

This is the ☐ 1st ☐ 2nd time the above athlete has been ejected and will result in suspension as follows:

☐ The next contest – Date: _____ Opposing College(s): _____

☐ The remainder of season.

Please describe the incident(s) that led to the ejection:

Please describe any further action your college will take regarding this incident:

Please use one form per athlete: *This report must be mailed or faxed within 48 hours of incident.*

Copies must be sent to: Athletic Director of opposing college(s) listed above
Athletic Director of contest in which suspension
Conference Commissioner

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APPENDIX C1

**INLAND EMPIRE ATHLETIC CONFERENCE MEMBER COLLEGES
COACH OF THE YEAR NOMINATION
(MALE AND FEMALE)**

Name of Nominee: College:

Sports(s) Coached:

Team(s) Season Record(s): Year:

Team Awards and/or Accomplishments:

Individual Player Awards and/or Accomplishments (include outstanding academic performance):

Coach's Awards and/or Accomplishments:

Comments regarding integrity, sportsmanship, inspirational leadership, etc.:

CRITERIA IS BASED SOLELY ON THE NOMINATION YEAR'S ACCOMPLISHMENTS.

**INLAND EMPIRE ATHLETIC CONFERENCE MEMBER COLLEGES
CHARACTER CHAMPION NOMINATION
(MALE AND FEMALE)**

Nominee:				
	Last Name	First	MI	
Address:				
	Street	City	State	Zip
Telephone No.:			Gender:	
Sport(s):			College:	

Character Champion Criteria:

- Sportsmanship, respect, caring, fairness, civility, honesty, integrity and responsibility shown through a specific action, ideally directed toward an opponent during competition.
- Putting the team and teammates before oneself.
- Acts as a positive role model.

Provide a short narrative about the athlete (a maximum of ½ - 1 page – use an additional sheet if necessary).

**INLAND EMPIRE ATHLETIC CONFERENCE MEMBER COLLEGES
BSN VETERAN OF THE YEAR NOMINATION**

Name of Nominee: College:

Connection to College (Student-athlete, coach, alum, community, etc.):

Academic Years affiliated with the College (in any context):

Awards and/or Service to the College (including academic performance, as applicable):

Awards and/or Service to the Community and Nation (non-military):

Awards and/or Service to the Community and Nation (military):

Comments regarding integrity, sportsmanship, inspirational leadership, etc.:

INLAND EMPIRE ATHLETIC CONFERENCE Program Review

The intent of the Inland Empire Athletic Conference (IEAC) athletic program review is to determine if member colleges are in compliance with the Inland Empire Athletic Conference Program Review Standards. As part of this analysis, the IEAC Review Team also examines issues as they relate to industry standards, CCCAA regulations, and state and federal laws.

The IEAC review encompasses eleven standards, each with the requirement of a written response and corresponding support data. The committee reviews each program on a rotating basis every five years.

The IEACC is committed to meeting the criteria as established by the CCCAA for such reviews. In an attempt to meet those obligations, while also maximizing the time invested by each college, the Conference will “cycle” Program Review:

- Cycle I will require IEAC member colleges to conduct a complete Program Review during their assigned year. This will include the Self Study and campus visitation procedures as listed in the Constitution, as well as a comprehensive post-visit Committee Report.
- Cycle II will require IEAC member colleges to provide a midterm Program Review Report, addressing only those issues and recommendations made in Cycle I. The mid-term report will feature a conference call replacing the Campus Visitation, and a summation replacing the comprehensive post-visit report.

The Commissioner will staff a Program Review Team for each academic year that includes a representative from every College. After confirming the members’ participation the Commissioner will announce the team at the annual December IEAC meeting.

In Cycle I, Colleges scheduled for review will arrange for an on-site campus visit with the Review Team. The date for the visit will be set at the annual December IEAC meeting, and will be arranged for a date to follow the annual March IEAC meeting.

Colleges scheduled for review will arrange for the delivery of their Self Study and accompanying documents at least two weeks prior to their scheduled campus visit. **Colleges in Cycle II will instead deliver their midterm report two weeks prior to their conference call.** Delivery may be made either in-person in the form digital flash drive or other media, or by attachment to an email.

Colleges will provide access to personnel, documents and facilities as requested by the Review Team. A schedule will be created by the college and the Team to accommodate class, work, practice and competitions on the day of the site visit.

In Cycle I, the Program Review Team will complete a written assessment of the college, including commentary on the college’s self-report and site visit as needed. Commentary shall include statements on violations, issues in-need of a response from the college and commendations.

The Program Review Team may also mandate a return visit in a subsequent year as part of a Progress Report on specific issues deemed worthy of additional supervision.

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PROGRAM REVIEW PROCEDURES CYCLE I

I. SELF STUDY

- A. The purpose of self-study is to present an opportunity for member colleges to objectively evaluate their own program and identify opportunities for improvement in areas of concern as indicated by the study.
- B. The Athletic Director will be responsible for the collection of data, inclusion of subordinate staff and the writing of the self-study.
- C. The self-study must address all topics as listed in the IEAC program review standards.
- D. The completed study must be signed by the College President and Athletic Director.
- E. The self-study must be submitted to all Program Review Committee members at least 2 weeks before their scheduled on-site visit.

II. CAMPUS VISITATION

- A. The purpose of the visitation is to provide the Program Review Committee with another avenue for information gathering and to verify the accuracy of the self-study.
- B. The IEAC Commissioner will consult with the host college on a proposed agenda and a list of persons to be interviewed four weeks prior to the scheduled visit.
- C. The college will provide:
 - 1. A host to guide the committee to the President's office, a tour of the athletic facilities and/or other areas as deemed appropriate.
 - 2. Meeting room and conference tables appropriate for the size of the committee and interviewees.
 - 3. Copies of documents to serve as support information for items, programs, policies, etc., mentioned in the self-study. These documents are to be located in the room provided for Program Review Committee.
- D. Within six months of the visitation, the college will address its progress, as well as all self-recommendations and committee recommendations. The progress report shall be made to the Commissioner.

III. PROGRAM REVIEW COMMITTEE REPORT

- A. The purpose of this written report is to communicate Program Review Committee commendations, suggestions and recommendations back to the college.
- B. After receiving collective input from all Program Review Committee members, the IEAC Commissioner will forward copies of the report to the college President and Athletic Director within one month after the campus visitation.

Standard One: Constitutional Compliance

Key Topics:

- In-Service Training.
- Internal process for possible CCCAA Constitution violations.
- Policies and Procedures Handbook.
- Student-Athlete Handbook.
- Personnel.

Members Response: President, Vice President of Instruction, Dean, Athletic Director, Eligibility Clerk, SID, Equipment Staff, Coaches, Student-Athletes.

Standard Two: Eligibility Processing

Key Topics:

- Management within the purview of the athletic office of Forms 1, 2, 3, C and student educational plans.
- Description of the actual eligibility process, including management of eligibility meetings and other eligibility documents.
- Counseling and the Student Educational Plan Process.
- Personnel.

Members Response: Dean, Athletic Director, Academic Advisor, Athletic Trainers, Eligibility Clerk, SID, Equipment Staff, Coaches.

Standard Three: Philosophy

Key Topics:

- College philosophy as it relates to gender equity.
- Personnel.
- College recruiting philosophy and support of Orange Empire Conference Mission and Goals.
- Statement of recruiting philosophy.
- Budgeting.

Members Response: President, Vice President of Instruction, Dean, Athletic Director, Coaches, Student-Athletes.

Standard Four: Professionalism

Key Topics:

- Participation of staff members in professional activities (internal and external) in intercollegiate athletics and Kinesiology.
- Attendance at CCCAA meetings.

Members Response: President, Vice President of Instruction, Dean, Athletic Director, Athletic Trainers, SID, Equipment Staff, Coaches.

Standard Five: Academic Achievement and Support

Key Topics:

- Activities supporting the concept of student athlete matriculation.
- Number of courses and unit values required for athletic participation in each sport for both in-season and out-of-season training and competition.
- Counseling services for student athletes.
- Academic support services for student athletes.
- Priority Enrollment.
- Retention.
- Student Awards & Hall of Fame.
- Media Relations & Information.

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Members Response: President, Vice President of Instruction, Dean, Athletic Director, Academic Advisor, Athletic Trainers, SID, Coaches.

Standard Six: Citizenship

Key Topics:

- Programs designed to foster good citizenship.
- Process for addressing the CCCAA Decorum Policy.
- Process for discussing sexual harassment, a drug free work environment and diversity.
- Number of decorum violations in one year.
- Visiting Team Guide and communication with IEAC colleges.

Members Response: President, Vice President of Instruction, Dean, Athletic Director, Coaches, Student-Athletes.

Standard Seven: Gender Equity

Key Topics:

- Gender equity self-study.
- CCCAA Gender Equity Report and Equity in Athletics Disclosure Act Form.
- Three most recent years of R-4 forms and Gender Equity Committee responses.
- Facilities.
- Budgeting.

Members Response: President, Vice President of Instruction, Dean, Athletic Director, Athletic Trainers, SID, Equipment Staff, Coaches, Student-Athletes.

Standard Eight: Fundraising

Key Topics:

- Institutional controls to ensure proper accounting and distribution of funds raised by foundations trust accounts, booster clubs and donations.
- Individual or department who controls revenues.
- Written accounting processes and/or forms.
- Distribution of fundraising revenue.
- Requirements and/or necessity of coaches and student-athletes in generating revenues.

Members Response: President, Dean, Athletic Director, Equipment Staff, Coaches, Student-Athletes.

Standard Nine: Demographics

Key Topics:

- Total number of student athletes.
- Number of out-of-recruiting district and out-of-state student athletes.
- First contact for out-of-state student athletes.
- Percentage of out-of-recruiting district and out-of-state athletes compared to the general student population.

Members Response: Dean, Athletic Director, Coaches, Student, Athletes

Standard Ten: Facilities

- Capital assets as they relate to the number of sports.
- Maintenance and custodial.
- Health and safety.
- ADA, Title IX, CCCAA and sport rulebooks compliance.
- Department participation in Master Planning and the future of athletic facilities.

Members Response: Dean, Athletic Director, Coaches, Student-Athletes.

IEAC Constitution

IEAC Program Review Recommended Site Visit Agenda

8:00-8:30	IEAC Program Review Team pre-meeting
8:30-9:00	Intro - President and Dean
9:00-9:30	Overview - Dean, Athletic Director, Assistant Athletic Directors, Academic Chairs
9:30-10:00	Eligibility
10:00-10:30	Academic Advising
10:30-11:00	Coaches
11:00-11:30	Student-Athletes
11:30-12:00	Lunch
12:00-12:30	IEAC Program Review Team Discussion (and/or Facilities Tour only as-needed)
12:30-1:00	Chair of Kinesiology/PE Department
1:00-1:30	Personnel in areas of concern from previous Reviews as requested by Review Team – SID, Sports Medicine, Equipment, Facilities (only as-needed)
1:30-2:00	De-briefing - Dean, Athletic Director, Assistant Athletic Directors
2:00-2:30	IEAC Program Review Team de-briefing (only as-needed)

IEAC Constitution

PROGRAM REVIEW STANDARD ONE - CONSTITUTIONAL COMPLIANCE

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations" comments.
2. Have there been changes since the last IEAC Program Review in how the CCCAA "In-service Training" is accomplished on your campus? If so, outline the process step-by-step.
3. If it appears that your institution has violated the CCCAA Constitution, what type of process is followed? Outline the process step-by-step. Have administrators and athletic staff been made aware of this process in writing?
4. Have there been changes since the last IEAC Program Review in your method of institutional control over CARA and out-of-season competition? If so, outline the process step-by-step.
5. Demonstrate the steps to verify institutional control over student athletes in the following areas:
 - a. Payment of enrollment fees, tuition and books
 - b. Room and board
 - c. Transportation costs
6. Describe what has been done to sensitize your athletes and athletic staff to sexual harassment issues.
7. Include your department or operations manual.

IEAC Constitution

PROGRAM REVIEW STANDARD TWO - ELIGIBILITY PROCESSING

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations" comments.
2. Have there been changes since the last IEAC Program Review in how eligibility forms are completed or managed? If so, list the procedures used in managing CCCAA mandated forms, and who is involved in each step.
3. How are CCCAA forms maintained? How long are they kept? Are they secure?
4. How do all Athletics personnel keep abreast of eligibility changes made by the CCCAA?
5. List the procedures in managing the process and maintaining the documents related to the Individual Education Plan (IEP) requirement.
6. Include your Student-Athlete Handbook.

IEAC Constitution

PROGRAM REVIEW STANDARD THREE - PHILOSOPHY

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations" comments.
2. Provide your Statement of Philosophy, which would affirm and support the Inland Empire Athletic Conference Goals as listed in Article 1.03 of the IEAC Constitution.
3. What is your college gender equity philosophy? Who is your College's Title IX Officer, and how are they involved in the Athletics program?
4. Provide your written statement on athletic gender equity.
5. Provide your written statement on athletic recruiting philosophy.

IEAC Constitution

PROGRAM REVIEW STANDARD FOUR - STAFF PROFESSIONALISM

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations" comments.
2. Using the chart on the next page, list participation by members of your institution in professional athletic, academic, participatory/shared governance, and community activities.
 - a. List CCCAA attendance dates and any committee assignments.
 - b. Include local campus committee and special service accomplishments, as well as other academic activities, memberships and advocacy (e.g., membership on Academic Senate, Budget Committees, CCCPE, CAPHERD, etc.).
 - c. List any community service/volunteer participation or achievements by any member of your athletic staff (e.g., Community Sports Camps, Community Activities, etc.).

IEAC Constitution

PROGRAM REVIEW STANDARD FOUR - STAFF PROFESSIONALISM

For each member of your Athletic Staff, list professional activities and memberships during the school year under study.

Name of Staff Member	IEAC Conference Meetings (list dates) Committee Assignments (list Committee)	IEAC Coaches Meetings (list dates)	CCCAA Meetings (list dates) CCCAA Committee Assignments (list Committee)	Academic Activities (name of each committee)	Community Service or Volunteer Activities (list activities)

Copy this chart if you need space for additional personnel.

IEAC Constitution

PROGRAM REVIEW STANDARD FIVE - ACADEMIC ACHIEVEMENT AND SUPPORT

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "consideration" or "recommendations" comments.
2. Describe activities directed toward supporting the concept of student athletic matriculation (from high school to community college and from community college to four-year institution). Attach any documents to substantiate the activities.
3. Provide academic achievement data for student-athletes in the years since your previous OEC Program Review. Elements could include the number of units taken, units passed, grade point averages and other quantifiable data on a team-by-team and campus-wide basis.
4. Describe services and/or interaction the athletic program has with the counseling area in terms of planning the student's academic schedule.
5. Describe academic support services offered to athletes.
6. Complete the Retention Chart below.
7. Provide a list of all nominations of athletes or teams for conference and state academic and citizenship awards since your last IEAC Program Review.
8. Complete the Athletically-Related units chart below.
9. Include Cal Pass data in the format as mandated on Program Review by the CCCAA Constitution.

IEAC Constitution

Retention Chart

Program Review - Standard Five
Academic Achievement and Support

Women's Sports	Total Student-Athletes on Form-3 in <u>year prior to this Review</u>	2nd season Student-Athletes in <u>year prior to this Review</u>	1st season Student-Athletes in <u>year prior to this Review</u>	Student-Athletes who returned <u>this season</u>
Badminton				
Basketball				
Beach Volleyball				
Cross Country				
Golf				
Soccer				
Softball				
Swimming				
Tennis				
Track				
Volleyball				
Water Polo				
Other _____				
TOTALS				

Men's Sports	Total Student-Athletes on Form-3 in <u>year prior to this Review</u>	2nd season Student-Athletes in <u>year prior to this Review</u>	1st season Student-Athletes in <u>year prior to this Review</u>	Student-Athletes who returned <u>this season</u>
Baseball				
Basketball				
Cross Country				
Football				
Golf				
Soccer				
Swimming				
Tennis				
Track				
Volleyball				
Water Polo				
Wrestling				
Other _____				
TOTALS				

IEAC Constitution

Athletically-related Units Chart Program Review - Standard Five Academic Achievement and Support

Women's Sports	In-season athletically-related courses and units (list all)	Out-of-season athletically-related courses and units (list all)	Summer athletically-related courses and units (list all)
Badminton			
Basketball			
Beach Volleyball			
Cross Country			
Golf			
Soccer			
Softball			
Swimming			
Tennis			
Track			
Volleyball			
Water Polo			
Other _____			
TOTALS			

Men's Sports	In-season athletically-related courses and units (list all)	Out-of-season athletically-related courses and units (list all)	Summer athletically-related courses and units (list all)
Baseball			
Basketball			
Cross Country			
Football			
Golf			
Soccer			
Swimming			
Tennis			
Track			
Volleyball			
Water Polo			
Wrestling			
Other _____			
TOTALS			

IEAC Constitution

PROGRAM REVIEW STANDARD SIX - CITIZENSHIP

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations".
2. Describe the programs designed to foster good citizenship. Attach any documents to substantiate the programs listed.
3. Describe the process by which you communicate the CCCAA Decorum policy.
4. Describe what has been done to sensitize your athletes and athletic staff to sexual harassment, a drug free working environment, and diversity issues.
5. List the number of decorum violations for last year, categorized by sport.

IEAC Constitution

PROGRAM REVIEW STANDARD SEVEN - GENDER EQUITY

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations".
2. What is your college gender equity philosophy? Who is your College's Title IX Officer, and how are they involved in the Athletics program?
3. Include your gender equity self-study.
4. Include your Equity in Athletics Disclosure Act report.
5. Include the three most recent years of R-4 forms and Gender Equity Committee responses.

IEAC Constitution

PROGRAM REVIEW STANDARD EIGHT - FUNDRAISING

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations".
2. What institutional controls are in place to ensure proper accounting and distribution of funds raised from foundations, trust accounts, booster clubs and donations?
3. Does the athletic director have institutional control of all revenues and expenses generated from the foundations, trust accounts, booster club and donations? If not, who does?
4. Are the accounting procedures in writing and if so in what document do they appear? Attach to self-study.
5. Describe how revenue from foundations, trust accounts, booster clubs and donations, i.e. are distributed to men and women's athletics.

PROGRAM REVIEW STANDARD NINE - DEMOGRAPHICS

1. After referring to your previous OEC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations" comments.
2. Include the chart below.

IEAC Constitution

PROGRAM REVIEW STANDARD NINE - DEMOGRAPHICS

Women's Sports

	Total Participants	In-District Participants (number and % of total)	Contiguous Districts Participants (number and % of total)	In-State Participants (number and % of total)	Out-of-State/ International Participants (number and % of total)
Badminton					
Basketball					
Beach Volleyball					
Cross Country					
Golf					
Soccer					
Swimming					
Tennis					
Track & Field					
Volleyball					
Water Polo					
Wrestling					
Other _____					

Men's Sports

	Total Participants	In-District Participants (number and % of total)	Contiguous Districts Participants (number and % of total)	In-State Participants (number and % of total)	Out-of-State/ International Participants (number and % of total)
Baseball					
Basketball					
Cross Country					
Football					
Golf					
Soccer					
Swimming					
Tennis					
Track & Field					
Volleyball					
Water Polo					
Wrestling					
Other _____					

*Definition of out-of-district students: Students who have not graduated from district's high schools or have not lived in the district for one year after graduation from your district's high school before entering your college.

IEAC Constitution

PROGRAM REVIEW STANDARD TEN – FACILITIES

1. After referring to your previous IEAC Program Review list the areas and describe the actions taken on program review team "considerations" or "recommendations" comments.
2. Have there been substantive changes in athletic facilities since your last IEAC Program Review? If so, please indicate those changes and how they impact program delivery and student-athlete success.
3. Include documentation on the College's 5-year Master Plan for Facilities as it relates to Athletics.

INLAND EMPIRE ATHLETIC CONFERENCE MEDICAL POLICIES

1. **Authority.** These medical policies will be followed during athletic contests between colleges that are both members or affiliate members of the Inland Empire Athletic Conference (IEAC). For contests between IEAC colleges and colleges that are not part of the IEAC, any questions regarding medical coverage will be deferred to the CCCAA Medical Guidelines.
2. **Athletic Trainer.** An Athletic Trainer is defined as an individual who is recognized by the Commission on Accreditation of Athletic Training Education (CAATE); the American Medical Association and certified by the National Athletic Trainer's Association Board of Certification (NATA-BOC). The Certified Athletic Trainer is readily accessible to intervene in the care of an injury or illness to a student - athlete during practice or competition.

California Community College Coaches Association Coaches Code of Professional Conduct and Ethics

F.01. Adoption. The Conference supports the effort of the CCCAA's affiliate organizations and adopts the California Community College Coaches Association's Coaches Code of Ethics.

F.02. Code of Ethics.

Mission: To provide the opportunity for California Community College student-athletes the enjoyment of intercollegiate athletic competition and the positive experiences that come from it.

STANDARD 1—STUDENT-ATHLETE ACADEMIC SUCCESS

- Make student-athlete academic success an integral part of measuring programs success.
- Support academic enhancements for student-athletes such as tutorial programs, study halls, dedicated academic advising, the building of study skills, and the formalized requesting of instructor feedback.
- Commit to the principle of student-athlete attainment of educational goals of AA degree, transfer readiness, or certification completion.

STANDARD 2—STUDENT-ATHLETE SAFETY AND WELL BEING

- Place the emotional and physical well-being of the student-athlete ahead of a desire to win.
- Provide a safe environment for training, practice, and competition.
- Create an athletic culture that stresses a life free of drugs, tobacco, and alcohol.

STANDARD 3—STUDENT-ATHLETE INTERPERSONAL GROWTH

- Treat each student-athlete as an individual, nurturing their physical and emotional development.
- Respect the personality and character of each student-athlete and reinforce a positive self-image.

STANDARD 4—COACH'S PROFESSIONAL BEHAVIOR, ETHICS, AND RESPONSIBILITIES

- Conduct oneself in a manner representing the highest level of decorum in actions, words, and dress.
- Adhere to all CCCAA and sport rules. To teach athletes to deliberately break any rule is unethical and unprofessional.
- Be a positive role model. Treat all coaches, players (including our own), officials administrators, and the public with respect.
- Demonstrate respect for the sport and opponents by not embarrassing them or running up the score.
- Recruit student-athletes in a positive and professional manner regarding your own program and the programs of competing institutions. Understand that "Negative recruiting" is unethical.
- Placement at four-year institutions will be done with the best interest of the student-athlete. Student-athletes will be counseled as to how to be recruited so that four-year institutions are treated honestly, fairly, and in a timely manner.

STANDARD 5—COACH'S COMPETENCY IN EDUCATIONAL, TECHNICAL, AND ADMINISTRATIVE ADVANCEMENTS

- Seek professional development in the field by such means as the attainment of advanced degrees, and/or professional development through classes, clinics, camps, and seminars.
- Seek to provide the best experience for participants and fans by staying abreast of technical advancements within your sport.

IEAC Constitution

- Develop management and leadership qualities through all professional mediums that provide opportunities for growth.

STANDARD 6—COACHES’ ADHERENCE TO STATE AND COLLEGE CURRICULAR INSTRUCTIONAL GUIDELINES

- Fulfill the requirements of teaching to the highest standards.
- Develop contemporary curriculum which meets the needs of students.
- Participate in the college administration by serving on campus committees.
- Understand that a faculty member’s role is to serve the entire student body—coaches should seek an instructional load that reflects this principle.

STANDARD 7—COACH’S RESPONSIBILITY TO PROVIDE ACCURATE, TIMELY, COMPLETE RESULTS

- Create and maintain an infrastructure that promotes the team with accurate and timely results of competitions.
- Be current with the newest technological developments in order to further student-athlete and spectator interests.
- Develop rapport with members of the media, college, conference, and state statisticians.

**INLAND EMPIRE ATHLETIC CONFERENCE
Commissioner Evaluation Form**

- | | | | |
|--|--|--|--|
| 1. Performs job description functions, duties, responsibilities. | Satisfactory
☐ | Needs
Improvement
☐ | Unsatisfactory
☐ |
| 2. Serves responsibly as the Conference Commissioner. | Satisfactory
☐ | Needs
Improvement
☐ | Unsatisfactory
☐ |
| 3. Demonstrates effective communication skills. | Satisfactory
☐ | Needs
Improvement
☐ | Unsatisfactory
☐ |
| 4. Evidence of good leadership skills. | Satisfactory
☐ | Needs
Improvement
☐ | Unsatisfactory
☐ |
| 5. Develops and maintains positive relationships. | Satisfactory
☐ | Needs
Improvement
☐ | Unsatisfactory
☐ |
| 6. Responds in a timely manner. | Satisfactory
☐ | Needs
Improvement
☐ | Unsatisfactory
☐ |

Commendations:

Suggestions for Improvement:

Evaluator:

College:

California Community College Athletic Directors Association Code of Professional Conduct and Ethics

H. 01 Adoption. The Conference supports the effort of the CCCAA's affiliate organizations and adopts the California Community College Athletic Directors Association's Coaches Code of Professional Conduct and Ethics.

H. 02 Code of Professional Conduct and Ethics.

The mission of this organization is to maintain the highest possible standards in community college athletics for men and women. The organization shall promote, encourage and direct efforts and activities which will benefit community college athletics throughout the state.

The principles of the Athletic Director's Code of Professional Conduct and Ethics are the cornerstones to the profession of athletic administration. They are essential to gaining permission to lead and are critical in gaining the trust of our colleagues and students.

STANDARD 1—STUDENT-ATHLETE ACADEMIC SUCCESS

- Make student-athlete academic success an integral part of measuring athletic programs success.
- Commit to compiling and sharing information on the academic success rates of all student athletes within the program to the media, the Executive Administration, administrative colleagues, and local Boards of Trustees
- Support academic enhancements for student-athletes such as tutorial programs, study halls, dedicated academic advising, the building of study skills, and the formalized requesting of instructor feedback.
- Commit to the principle of student-athlete attainment of educational goals of AA degree, transfer readiness, and certification completion.

STANDARD 2—STUDENT-ATHLETE SAFETY AND WELL BEING

- Place the emotional and physical well-being of the student-athlete ahead of a desire to win.
- Provide a safe environment for training, practice, and competition.
- Create an athletic culture that stresses a life free of drugs, tobacco, and alcohol.

STANDARD 3—STUDENT-ATHLETE INTERPERSONAL GROWTH

- Treat each student-athlete as an individual, nurturing their physical, social, and emotional development.
- Respect the personality and character of each student-athlete and create an environment which reinforces a positive self-image.

STANDARD 4—PROFESSIONAL BEHAVIOR, ETHICS, AND RESPONSIBILITIES

- Conduct oneself in a professional manner representing the highest level of decorum in actions, words, and dress.
- Adhere to and educate coaching faculty on the CCCAA Constitution and Bylaws. Focus on the compliance issues as per the R-1, R-2, R-3 and R-4 with all coaches and assistant coaches.
- Be responsible for accurate reporting and timely submission of all reports required by the CCCAA, including but not limited to the Form 1, Form 3, Form R-1, 2, 3, and 4, Event Contracts, Preliminary Post-Season Budgets, and Final Post-Season Budgets.
- Be a positive role model within the division, on campus and in the community. Treat all coaches, players (including our own), officials, administrators, and the public with respect.

IEAC Constitution

- Commit to sitting on or chairing college shared governance committees.
- Commit to timely responses to colleagues, reporting of information with accuracy, and dealing with uncomfortable situations in a professional manner.
- Encourage coaching faculty to develop positive relationships with their four-year, high school, and community college colleagues.

Standard 5—Competency in Educational, Technical, and Administrative Advancements

- Seek professional development in the field by such means as the attainment of advanced degrees, and/or professional development through classes, workshops, and seminars.
- Develop management and leadership qualities through all professional mediums that provide opportunities for growth, including but not limited to attending CCCAA Conventions and the CCCADA Convention regularly.

STANDARD 6—ADHERENCE TO STATE AND COLLEGE CURRICULAR INSTRUCTIONAL GUIDELINES

- Fulfill the requirements of administrative duties and responsibilities to the highest standards.
- Foster the development of contemporary curriculum which meets the needs of students.
- Encourage coaching faculty to participate on college shared governance committees.

STANDARD 7—RESPONSIBILITIES

- Create reports that promote the athletic program with information to the media, college administrators and to the college community.
- Support and encourage coaching faculty to be current with the newest technological developments in order to further student-athlete and spectator interests.
- Develop rapport with members of the media, college, conference, community, and state statisticians. Encourage coaching faculty to do likewise.
- Use ethical standards in all decisions.
- Hire ethical coaches and support staff.
- Support the promotion of all home contests in order to create the best possible collegiate atmosphere and environment for all participants.
- Provide trained and responsible game management personnel for all home contests.

INLAND EMPIRE ATHLETIC CONFERENCE All Conference Selection Numbers

- A. Each sport shall be permitted to name a number equal to 40% of the total number of conference starters to the All-Conference teams, to be divided equally between a first and second team unless otherwise approved in this section.
- B. Sports Supplements shall show the following number of All-Conference selections in the manner as described by the Constitution:

<u>Sport</u>	<u>All-IEAC First team</u>	<u>All-IEAC Second Team</u>
Baseball	21 (5 IF, 5 OF, 2 C, 2 1b, 5 SP, 2 RP)	15 (by any position)
Basketball, Men	8	8
Basketball, Women	8	8
Cross Country, Men	7	7
Cross Country, Women	7	7
Golf, Men	5	5
Golf, Women	6	6
Soccer, Men	18	18
Soccer, Women	20	20
Softball	11	11 + ties
Swimming, Men	15 event champions, 5 Relay champions	15 event runners-up
Swimming, Women	15 event champions, 5 Relay champions	15 event runners-up
Tennis, Men	8 singles quarterfinalists, 4 doubles semifinalists	None
Tennis, Women	8 singles quarterfinalists, 4 doubles semifinalists	None
Track & Field, Men	27 event champions	27 event runners up
Track & Field, Women	27 event champions	27 event runners up
Volleyball, Beach	8 quarterfinalist pairs winners	8 quarterfinalist pairs qualifiers
Volleyball, Men	9	9
Volleyball, Women	12	12
Water Polo, Men	10	8
Water Polo, Women	10	8